

**ANTI-RACISM
RELATED WORK IN OTTAWA
A CONTEXTUAL OVERVIEW**

Online Community Collaboration Engagement Event

July 28th, 2020

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LATEST INCIDENTS IN OTTAWA

Anti-Black racism

- Hate Graffiti incidents
- Parkdale United Church

Anti-Indigenous racism

- Racist taunts and threats of violence

Anti-Asian community

- COVID-19

Islamophobia

- Graffiti and mischiefs against mosques and Islamic Care Centre

Anti-semitism

- Vandalism against local Jewish Community Center and synagogues

OUR GOALS

Reviewed

- 7 reports and documents published between 2017-2020
- OLIP; CAWI; SWCHC; SPCO; Rawlson King's letter to the Ottawa Police board
- 5 documents released by the Province of Ontario and the Federal government
- Youth Action Plan; Anti-Racism Strategic Plan, strategy, and policy

Main Objectives

- Main recommendations made for the city and its jurisdiction
- Actions, programs, and initiatives launched in Ottawa over the past two years
- Identify what remains to be achieved
- Discussing about a way forward

RECOMMENDATIONS FOR THE CITY & OUR COMMUNITY (1)

CITY OF
OTTAWA

- Official acknowledgement of anti-Black racism as well other forms of racism, their impacts, and institutional accountability for addressing it
- Engage racialized and immigrant communities to co-design equity solutions and strategies.
- Address barriers and implement employment equity.
- Implement employment equity and anti-racism training for all staff
- Collect and make public racially disaggregated data, and set performance indicators to monitor progress in addressing racism
- Implement the Truth and Reconciliation Commission's (TRC) Calls to Action
- Adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples as the framework for reconciliation.
- Recognition of the United Nations Declaration on the International Decade for People of African Descent 2015-2024

RECOMMENDATIONS FOR THE CITY & OUR COMMUNITY (2)

SOCIAL SERVICES AND MENTAL HEALTH

- Social service organizations acknowledge the impact of systemic racism on clients and staff including on mental health
- Address the barriers that racialized community members face, including those facing multiple forms of marginalization
- Implement employment equity and anti-racism training
- Improve engagement with and accountability to service users and the public
- Create coalitions for promoting Black people's voices and leadership.

RECOMMENDATIONS FOR THE CITY & OUR COMMUNITY (3)

COMMUNITY, CIVIC ENGAGEMENT, AND CITY-WIDE INITIATIVES

- Create spaces and supports for authentic and open conversations for healing, learning and change on racism
- Address white privilege, white fragility and related issues.
- Analyze policies, structures and practices with equity, anti-racism and anti-oppression lenses, including analysis of power and privilege.
- Support and build on assets, leadership and expertise of diverse communities.
- Undertake partnerships and support community-led initiatives with racialized and immigrant communities.
- Develop and implement a communications and engagement plan to engage the public on action to achieve equity, using a variety of engagement approaches and communications strategies, and building on community assets, leadership and expertise.
- Create opportunities for racialized communities to come together to hold social service organizations accountable for addressing racism
- Address barriers specific to the education system

EXISTING INITIATIVES IN OTTAWA (1)

Equity For Us (SWCHC)

- Workshops and action planning sessions to develop a community action plan on anti-racism.
- Convening two neighbourhood stakeholder groups
- Two virtual anti-racism events are being planned in July and August 2020.

Equity Ottawa (OLIP and its partners)

- Creation of a road map (collective plan) to eliminate and monitor progress towards ending institutional and systemic racism in Ottawa.

Youth Ottawa

- Amplified Fellowship hires youth to do work for themselves throughout the summer.

Social Planning Council of Ottawa

- Summary Portrait of Ottawa's Black Community in Comparison with the General Population

United For All Coalition

- Multi-agency coalition of community organizations, policymakers, businesses, health providers and criminal justice professionals who work together to respond to and prevent hate and violence in Ottawa.
- Ottawa's Local Action Plan to address violent extremism and hate

EXISTING INITIATIVES IN OTTAWA (2)

City of Ottawa

- Diversity and inclusion
- Anti-Racism Secretariat
- Youth Futures
- Equity and Inclusion Lens Toolkit
- Community initiatives
- Indigenous Relations
- Women and Gender Equity Strategy

Crime Prevention Ottawa

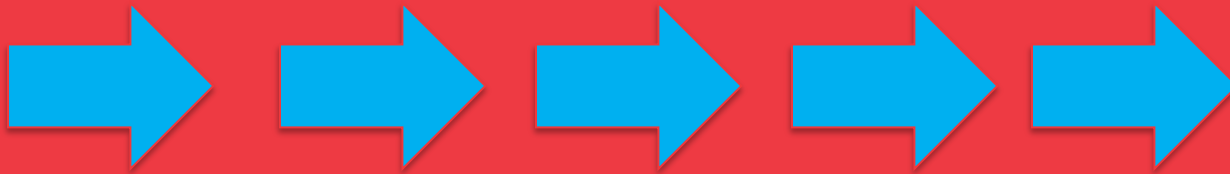
- Speaker series event and workshops focusing on community safety

Ottawa Police Service

- Equity, Diversity and Inclusion – Multi Year Action Plan

What was done in the last 3 years in Ottawa

- Be more accountable to racialized communities in Ottawa
- Create spaces and supports for authentic and open conversations
- Collect and make public racially disaggregated data, and set performance indicators to monitor progress in addressing racism
- Create coalitions for promoting Black people's voices and leadership.



NEXT STEPS: A WAY FORWARD (1)

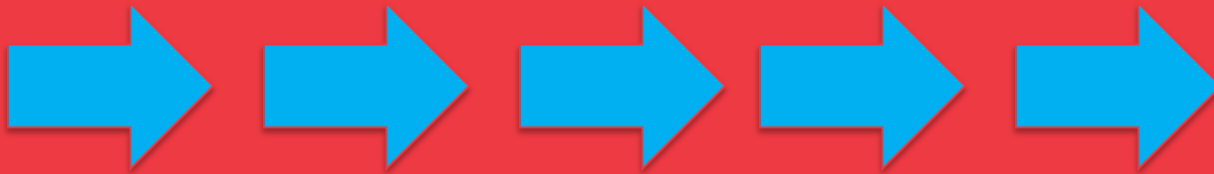
Rawlson King's letter to the Ottawa Police board (June 22nd, 2020)

- Social investment
- Supporting the development of early interventions to mitigate the disproportionate harm that Black, Indigenous and racialized people experience through their contact with the justice system.
- Communities to address the systemic causes of crime.
- Secure permanent funding from provincial and federal governments



Rawlson King's letter to the Ottawa Police board (June 22nd, 2020)

- Address mental health crisis in the city
- Mobile mental health crisis intervention programs
- Engaging the youth in educational and recreational programs
- Youth strategy



NEXT STEPS: A WAY FORWARD (2)

Increase diversity in our municipal workforce.

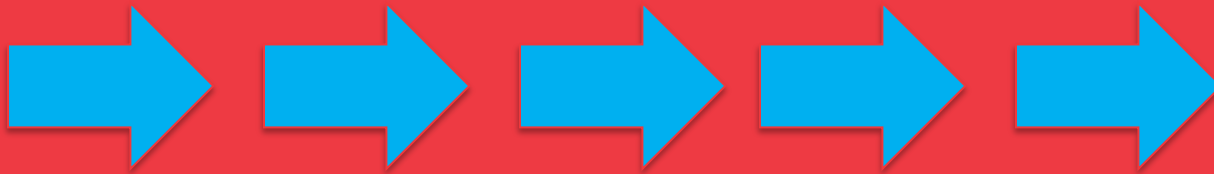
Create mechanisms to support better access to city services and address existing barriers and inequities.

Develop policies to examine and address colonial legacies, stereotypes, and existing privileges and advantages within our institutions

Create accessible, culturally competent, “peer designed” (i.e., community designed) public education sessions for racialized communities

Engage with citizens’ lived experiences and create safe spaces to listen to them

Extend race data collection to on-foot street checks



UNITED FOR ALL

Together we can overcome
hate and violence

NEXT STEPS: A WAY FORWARD (3)

Improved community engagement and accountability

Initiatives to Educate Dominant Groups

Educating Racialized People on their Rights

Develop and Implement Initiatives that Target Racism in the School System

Practical Strategies and Skills for Front-Line Workers

UNITED FOR ALL RAPID RESPONSE TEAM MEMBERS

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OPEN DISCUSSION

Topic 1: Experiences with systemic racism in public institutions?

1^{er} sujet: Expérience du racisme systémique dans les institutions publiques?

OPEN DISCUSSION

Topic 2: Ways to address systemic racism?

2^e sujet : Façons de lutter contre le racisme systémique?

APPENDIX (1)

REPORTS PUBLISHED ABOUT OTTAWA

- Addressing anti-Black Racism in Ottawa Forum Summary Report
 - OLIP and CAWI
- Anti-Racism Community Conversations Project Final Report
 - Somerset West Community Health Centre (SWCHC)
- Racialized People Equity & Inclusion Lens Snapshot
- Ottawa Community Wellbeing Report 2018
 - Social Planning Council Ottawa
- Equity Ottawa Collective Action Plan
 - Social Planning Council Ottawa
- Recommendations made by Justice for Abdi
- Rawlson King's letter to the Ottawa Police board (June 22nd, 2020)

APPENDIX (2)

PROVINCIAL AND FEDERAL DOCUMENTS

- The Ontario Public Service Anti-racism Policy
- A Better Way Forward: Ontario's 3-Year Anti-Racism Strategic Plan
- Anti-Black Racism Strategy
- Ontario Black Youth Action Plan
- Truth and Reconciliation Commission of Canada: Calls to Action

APPENDIX (3)

ADDITIONAL RECOMMENDATIONS IDENTIFIED IN THE REPORTS

Policing and Justice

- How to increase trust in the judicial and police system?
 - How to make it more transparent and accountable?
- In-depth discussions around racism including an acknowledgement of anti-Black racism and a plan to address it
- OPS acknowledge that issues of systemic racism exist within the OPS.
 - OPS to hire and promote racialized officers, address officer discipline for racist behaviour, extend race data collection to on-foot street checks, and monitor performance on key equity measures.
 - The Ottawa Police Services Board hold the Chief of Police and OPS accountable for equitable policing.

Education

- Participants call for collection of disaggregated data, extension of successful equity programs, and improved engagement and support of Black communities.
- Black communities to support members navigating the education system, provide mentorship, and learn from diverse experiences.
- Acknowledge and address racism and its effects on students' well-being, and on their academic and career prospects.
- Collect disaggregated data on school performance, school drop-out rates, graduation rates, credit accumulation, student wellbeing, etc.

APPENDIX (4)

EXISTING INITIATIVES IN OTTAWA (OPS)

Ottawa Police Service

- Motion to address systemic racism, discrimination and bias in order to create a more equitable and inclusive Ottawa Police Service (OPS).
- OPS in establishing a partnership with the City of Ottawa's new Anti-Racism Secretariat to ensure that the Police Service considers leading practices to address systemic racism
- Neighborhood Resource Teams (NRTs).
- Equity, Diversity, and Inclusion (EDI) Action Plan
- Anti-bias training for all personnel
- Reintroduce Hate Crime Section

APPENDIX (5)

EXISTING INITIATIVES IN OTTAWA (CITY OF OTTAWA)

Diversity and inclusion

- *Corporate Diversity and Inclusion Plan*
- *Human Resources Programs Unit*
- *Annual Career Showcase*
- *Community Champions Network Table (CCTN)*

Anti-Racism Secretariat

- Councillor King was appointed as the *Council Liaison for Anti-Racism and Ethnocultural Relations Initiatives* for the 2018-2022 Term of Council
- Development of a corporate Anti-Racism Strategy
- City recruited a anti-racism *Specialist*

Youth Futures

- Program creates equal opportunities for youth facing marginalization and other barriers, including racialized youth.

Equity and Inclusion Lens Toolkit

- *EI Handbook*
- *Snapshots*
- *Training*

Community initiatives

- *Community Development Framework (CDF)*
- *Ottawa Local Immigration Partnership (OLIP) Equity Partnership (EP)*
- *The Mayor's Round Table with the Somali Community*
- *Partnership with the Somali Centre for Family Services*

Indigenous Relations

- *Reconciliation Action Plan (RAP)*
- *Indigenous Outreach Program Coordinator*
- *Training materials (The PATH)*
- *Cultural education workshops*
- *Cultural Development and Initiatives Unit*
- *Aboriginal Awareness Day*

Women and Gender Equity Strategy

- *Council Liaison for Women and Gender Equity*
- City recruited a *Specialist for Women and Gender Equity*